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ABSTRACT

A survey was conducted of the salaries paid to the professional librarians staffing the various libraries of the Florida State University System. The data collected indicated the following average salaries for the seven major types of positions: 1) directors- $24,500; 2) assistant directors-$16,549; 3) branch heads-$14,432; 4) department heads-$12,687; 5) curators and specialists-$12,475; 6) associate librarians-$11,409; and 7) assistant librarians-$9833. A total of 244 full-time equivalency positions was identified; 69 percent of these were filled by women, up from 66.5 percent the previous year. Minority employment was 13.6 percent, down from 15.2 percent the year before. Since the survey showed that a) the salaries paid by the state system were lower, on the average, than those found in other states and b) that males were paid more than females and minority staff less than non-minority employees, it was recommended that steps be taken to raise salaries to a level competitive with those found elsewhere and to eliminate internal salary discriminations based upon sex or race. Several tables present detailed data. (PB)

ED 088523

1973/74 INTERINSTITUTIONAL SALARY SURVEY

OF

PROFESSIONAL LIBRARIANS EMPLOYED BY

THE SUS OF FLORIDA

Prepared For The
Interinstitutional Library Committee
by
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Florida Atlantic University
Boca Raton, Florida
December 1973

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IR 000 365

I. INTRODUCTION

This salary survey of the professional librarians serving the SUS of Florida has been prepared at the request of the Interinstitutional Library Committee.

The survey includes all nine university campuses plus the Extension Library serving continuing education activities. The Director of the Extension Library has been classified with the Branch Heads classification for the purposes of this study. To the surveyor this seemed like a justifiable compromise to all the possible alternatives.

There are 244 FTE positions analyzed in this survey, increased from last year's total of 230.5. There were eight open positions at the time of reporting. Sixty-nine (69) per cent, or 163, are women; 31 per cent (73) are men. There appears to be a trend toward an increasing percentage of women; their number has increased from last year's figure of 66.5 per cent.

There has been a small fluctuation in the number of minorities employed. The 32 FTE minorities reported in this year's survey represent 13.6 per cent, down from last year's 35 FTE minorities (15.2%).

The new HEW guidelines for salary equity for women and minorities provides for interinstitutional comparisons when an employee does not have a local campus counterpart.

It is believed this survey can be used to detect and to eliminate salary inequities among librarians as a group.

II. SUMMARY OF FINDINGS

A. Directors of Libraries

There are nine library directors serving the nine campuses of SUS. There is one female and one black male in this group. The average salary for this group is $24,500. It is striking to note that the minority and the female members of this group are several thousand dollars below the average.

		Raises			Salaries		
Directors:		Low	High	Average	Low	High	Average
SUS	(9)	$ -0-	$3,175	$1,359	$19,200	$29,400	$24,500
Male	(8)	-0-	3,175	1,396	19,200	29,400	24,925
Female	(1)	1,100	1,100	1,100	21,100	21,100	21,100
Minority	(1)	1,200	1,200	1,200	19,200	19,200	19,200

B. Assistant Directors

This group has been analyzed first in three separate groups by their specialization and then all together in one group.

1) Assistant Director, Technical Services

There are five positions in the system, of which four are males. There are no minority members represented. The male salaries average two thousand dollars above the female counterpart in this group.

Asst. Dir., T/S		Low	High	Average	Low	High	Average
SUS	(5)	$1,200	$1,651	$1,300	$15,650	$19,000	$17,303
Male	(4)	1,200	1,651	1,467	15,650	19,000	17,704
Female	(1)	1,200	1,200	1,200	15,700	15,700	15,700
Minority	(0)	-	-	-	-	-	-

2) Assistant Director, Public Services

There are seven positions in this field of specialization. The filled positions are divided among three males and three females. Two of the group are minorities. The average male salary is $2,383 over the minority and $1,847 over the female counterparts.

Asst Dir, P/S		Low	High	Average	Low	High	Average
SUS	(7)	$ 500	$3,900	$1,634	$15,000	$19,000	$16,608
Male	(3)	500	1,550	1,067	15,400	19,000	17,633
Female	(3)	1,457	3,900	2,297	15,000	16,858	15,786
Minority	(2)	1,457	3,900	2,679	15,000	15,500	15,250

3) Other Assistant Directors

All other assistant directors are in this group. Included are assistant directors for administration, systems, or the combined duties of PS/TS in one position. There are six positions in this group, consisting of four females, one male, one vacancy. No minorities are represented. In this group, the females are earning more than the male counterpart by $393.

		Raises			Salaries		
Other Asst. Dirs.		Low	High	Average	Low	High	Average
SUS	(6)	$1,125	$1,556	$1,338	$12,000	$19,700	$15,851
Male	(1)	1,307	1,307	1,307	16,307	16,307	16,307
Female	(4)	1,125	1,556	1,345	14,200	19,700	16,700
Minority	(0)	-	-	-	-	-	-

4) All Assistant Directors Combined

Reviewing the total of 18 positions in this category we find that the average assistant director compensation is $16,549. Both the female and minority groups fail to achieve this average. The male group exceeds the average by close to $1,000.

All Asst. Dirs.		Low	High	Average	Low	High	Average
SUS	(18)	$ 500	$3,900	$1,483	$12,000	$19,700	$16,549
Male	(8)	500	1,651	1,273	15,300	19,000	17,502
Female	(8)	1,125	3,900	1,684	14,200	19,700	16,282
Minority	(2)	1,457	3,900	2,679	15,000	15,500	15,250

C. Branch Heads

The Branch Heads are difficult to compare because of the vast variety of assignments and range of responsibilities associated with them. This is reflected by the fact that the salary grades in this group range from the lowest to the highest (2 to 7). While we have prepared a table for this group as shown below, it is suggested that other tables be cross-consulted before arriving at comparative conclusions.

Branch Heads		Low	High	Average	Low	High	Average
SUS	(14)	$ 400	$2,900	$1,041	$10,300	$22,400	$14,432
Male	(6)	468	1,585	1,038	11,585	20,200	15,754
Female	(8)	400	2,900	1,043	10,300	22,400	13,441
Minority	(1)	519	519	519	10,400	10,400	10,400

D. Department Heads

There are 13 males, 48 females and one vacancy reported in this group. Of the 61 incumbents, 12 are minorities. Because of the wide variety of specialization, Department Heads' salaries must be evaluated within the groups (as shown in the tabulated positions) and then to the total group given below. It appears that overall the minorities are below the average salary, while the females are $400 over the average.

	Raises			Salaries		
Dept. Heads	Low	High	Average	Low	High	Average
SUS (62)	$ 387	$2,400	$1,054	$ 9,150	$17,300	$12,687
Male (13)	600	2,400	1,102	10,200	15,800	12,430
Female (48)	387	2,000	1,040	9,150	17,300	13,021
Minority (12)	500	2,000	1,081	10,300	14,500	12,269

E. Curators and Specialists

This group has 17 females and 8 males. There are 2 minorities. The males average $1,300 more than the females and $2,800 more than the minorities.

Cur. & Spec.	Low	High	Average	Low	High	Average
SUS (25)	$ 350	$1,700	$ 909	$ 9,900	$16,139	$12,475
Male (8)	500	1,700	945	10,000	16,139	13,368
Female (17)	350	1,300	892	9,900	15,800	12,055
Minority (2)	850	1,200	1,025	10,000	11,000	10,500

F. Associate Librarians (Grade 3)

There are 28.5 positions classified in this group, which includes all associate librarians not previously designated in any of the preceding categories. The male average is $1,572 more than the minority and $818 more than the female.

Assoc. Libn	Low	High	Average	Low	High	Average
SUS (28.5)	$ 240	$1,795	$ 938	$ 9,600	$14,100	$11,409
Male (3)	750	900	825	10,900	13,766	12,172
Female (24.5)	240	1,795	1,042	9,600	14,100	11,354
Minority (3)	750	1,200	983	9,900	11,500	10,600

G. Assistant Librarians (Grade 2)

In this category there are 87.5 positions not previously designated, consisting of 26 males and 57.5 females (4 vacancies). There are 11 minorities. These are typically junior positions. The data indicates that 50 per cent of the positions reported here represent new staff in the first or second year of both employment and work experience. Looking at the table below, one finds that males in this category have been recruited at lower salaries than females and minorities.

		Raises			Salaries		
Asst. Libn.		Low	High	Average	Low	High	Average
SUS	(87.5)	$326	$1,743	$1,065	$ 8,150	$12,250	$ 9,833
Male	(26)	475	1,743	1,119	8,150	11,662	9,738
Female	(57.5)	326	1,742	1,000	8,800	12,250	10,747
Minority	(11)	533	1,675	1,011	9,400	10,675	9,987

III. SALARY COMPARISONS OUTSIDE SUS

The A & P Salary Plan effective for 1973/74 provides a flexible framework for salaries. It gives a minimum and maximum for each grade, which is seldom observed. Few, if any, appointments are made at the minimum and the maximums are waived. These conditions, coupled with national data for salaries, suggest that the A & P salary schedule for librarians be revised.

SUS Salaries for Librarians

Grade	Rank	Minimum	Maximum
7	Directors	$17,700	$27,800
6	Directors	16,100	24,700
5	Asst. Dirs. & Univ. Librns.	13,400	20,200
3	Associate Librarians	9,700	14,200
2	Assistant Librarians	8,100	11,700

To illustrate the inadequacy of the SUS salary ranges and actual low salaries, one must point to the 1972/73 Salary Survey prepared by the Office of Interinstitutional Research, University of Arkansas. A summary of the directors' salaries is given, plus 5 per cent, to reflect the 1973/74 salaries more realistically.

	TABLE I Sixty-four Universities in forty-four states Director of Libraries		TABLE II Thirty-eight State Universities Director of Libraries		SUS of Florida Grade VII
	1972/73	1973/74	1972/73	1973/74	1973/74
Min.:	$18,300 + 5% =	$19,215	$18,900 + 5% =	$19,845	$17,700
Max.:	33,500 + 5% =	35,175	33,500 + 5% =	35,175	27,800
Avg.:	25,031 + 5% =	26,282	25,557 + 5% =	26,834	22,600 (midpt.)

The below-average salaries for the SUS directors is carried through the library positions. Unfortunately, there is no up-to-date information available that could be used to compare other staff salaries at the time of writing this report.

IV. CONCLUSIONS AND RECOMMENDATIONS

A. The SUS should make it possible to correct any salary inequities among counterparts on a SUS basis.

B. This should come in the form of a special allocation, since it will be impossible to handle it from merit increases only.

C. The Arkansas survey notes that the size of institution has become secondary to other factors in determining salaries. Instead, such factors control salaries as geographic location, type of institution, national prestige, etc.

D. SUS should attempt to make library salaries competitive with salaries paid on the national market place. Reliable data should be collected to achieve that goal.

E. All library directors should be classified in grade 7.

F. Recommend the adoption of the following pay scales for librarians for 1974/75:

		NEW		
Rank	Grade	Minimum	Midpoint	Maximum
Directors	7	$22,600	$27,800	$35,100
Asst. Directors	6	18,000	22,700	26,700
Univ. Librarians	5	14,000	18,000	22,000
Assoc. Librarians	3	12,000	16,000	20,000
Asst. Librarians	2	10,000	14,000	18,000

OLD

Rank	Grade	Minimum	Midpoint	Maximum
Directors	7	$17,700	$22,600	$27,800
Directors	6	16,100	20,400	24,100
Asst. Dirs. and Univ. Librns.	5	13,400	16,800	20,200
Univ. Librarians	4	11,200	14,000	16,700
Assoc. Librarians	3	9,700	12,000	14,200
Asst. Librarians	2	8,100	9,900	11,700

G. An annual salary comparison among SUS Libraries should be made each year.

12/7/73

SUMMARY SHEET

SUS-WIDE LIBRARIES SALARY DATA

Category	Number in Category	Salary Grades Included	Average Raise Received	Average Category Salary	MALES No.	MALES %	FEMALES No.	FEMALES %	MINORITIES No.	MINORITIES %	Avg. Years Exp.	Avg. Years Emp. in Lbry.
Library Directors	9	7,6	$1,359	$24,500	8	89%	1	11%	1	11%	17.3	5.3
Assistant Directors	7 (1 TBA)	5	$1,634	$16,608	3	50%	3	50%	2	33.3%	20.3	9.9
Asst. Director, P/S	5	5	1,400	17,303	4	80%	1	20%	0	-0-	10.0	3.9
Asst. Director, T/S	6 (1 TBA)	5	1,338	15,851	1	20%	4	80%	0	-0-	13.4	5.9
Asst. Director, Other												
Total Assistant Directors	18 (2 TBA)	5	$1,483	$16,549	8	50%	8	50%	2	12.5%	14.6	6.6
Branch Heads (includes SUS Ext. Library)	14	7,5,3,2	$1,041	$14,432	6	42.9%	8	57.1%	1	7%	15.5	13.6
Department Heads	62 (1 TBA)	5,3,2	$1,054	$12,687	13	21.3%	48	78.7%	12	20%	10.3	7.9
Curators and Specialists (includes SUS Ext. Library)	25	5,4,3,2	$ 909	$12,475	8	32%	17	68%	2	8%	10.3	6.6
Professionals with MORE than 3 years experience												
Assoc. Univ. Librarians	27.5 (1 TBA)	3	$ 987	$11,367	3	11.3%	23.5	88.7%	3	11.3%	13.2	8.0
Asst. Univ. Librarians	41.5	2	925	10,356	8	19%	33.5	81%	9	22%	7.5	4.7
Total Professionals in Category	69.0 (1 TBA)	3,2	$ 950	$10,759	11	16%	57.0	84%	12	17.6%	10.8	6.9
Total Professionals with LESS than 3 years experience (includes 1 Assoc. Univ. Librn.)	47 (4 TBA)	2	$1,067	$ 9,430	18	41.8%	25	58.1%	2	4.7%	1.4	1.1

SUS-WIDE LIBRARIES SALARY DATA BY SALARY GRADE

Salary Grade	No. Employed in SUS	Raises Received			Salaries			Avg. Years Exp.	Avg. Years Emp. in Lbry.	Remarks*
		Low	High	Average	Low	High	Average			
7	6	$ -0-	$2,900	$1,320	$20,200	$29,400	$24,225	16	8.8	
6	5	1,100	3,175	1,675	19,200	25,750	23,550	18.4	4.8	
5	52*	387	3,900	1,081	12,000	19,700	15,500	16.9	12	3 TBA
4	1			1,200			11,700	11	11	
3	72.5*	240	2,400	1,036	8,600	16,068	11,953	11	7.3	1 TBA
2	107.5*	326	1,755	1,015	8,150	13,700	9,978	4	2.7	4 TBA
	244 Total SUS Librarians All Grades									

SUS-WIDE LIBRARIES SALARY DATA FOR MINORITIES

Salary Grade	No. Employed in Grade	Raises Received			Salaries			Avg. Years Exp.	Avg. Years Emp. in Lbry.	Remarks
		Low	High	Average	Low	High	Average			
7	-0-									
6	1	$	$	$1,200	$	$	$19,200	14	4	
5	6	500	3,900	1,508	12,900	15,500	14,124	11	9	
4	-0-									
3	11	600	2,000	1,112	9,900	13,590	11,407	6.5	8.1	
2	14	519	1,675	973	9,400	10,675	9,847	4.7	2.9	
	32 Total Minorities All Grades									
	13.6 Per Cent Minorities All Grades									

SUS-WIDE LIBRARIES SALARY DATA BY SEX

Salary Grade	No. Employed in Grade	Raises Received Low	Raises Received High	Raises Received Average	Salaries Low	Salaries High	Salaries Average	Avg. Yrs. Exp.	Avg. Yrs. Emp. in Lbry.	Remarks*
FEMALES										
7	2	$1,100	$2,900	$2,000	$21,100	$22,400	$21,750	24	19	
6	-0-									
5	32	387	3,900	1,107	13,287	19,700	15,205	18.4	13.8	
4	-0-									
3	56.5	240	2,000	1,079	9,600	15,032	11,674	11	7	
2	72.5	326	1,742	970	8,150	12,250	9,970	4.6	2 9	
	163	Total Females All Grades								
	69	Per Cent Females All Grades								
MALES										
7	4	$ -0-	$1,400	$ 467	$20,200	$29,400	$25,463	12	3.9	
6	5	1,100	3,175	1,675	19,200	25,750	23,550	18.4	4.8	
5	17*	500	1,651	1,018	12,900	19,000	16,279	13.9	8.1	Incl. Dir. SUS Ext. Lib.
4	1*			1,200			11,700	.1	11	Asst Dir. SUS Ext. Lib.
3	15	468	2,400	1,011	10,900	16,068	11,681	11.3	8.4	
2	31	475	1,755	1,134	8,150	13,700	9,997	2.6	2.0	
	73	Total Males All Grades								
	31	Per Cent Males All Grades								

1973/74 SUS-WIDE SALARY DATA - COMPARABLE POSITIONS TABULATED BY UNIVERSITY - November 1973

University	Position	A&P Rank	Raise Rec'vd.	73/74 Salary	Salary Grade	Sex M	Sex F	Minority Code 1	2	3	4	5	No. Yrs. Exp.	No. Yrs. Emp./Lbry.
UF	Director	Dir., Univ. Lib.	$1400	$29,400	7	X						X	19	5
FSU	Director	Dir., Univ. Lib.	(new)	26,000	7	X						X	7	.25
FAMU	Director	Dir., Univ. Lit.	1200	19,200	6	X		X					14	4
USF	Director	Dir., Univ. Lib.	1100	21,100	7		X					X	25	15
FAU	Director	Dir., Univ. Lib.	-0-	26,250	7	X						X	13	3
FTU	Director	Dir., Univ. Lib.	3175	24,700	6	X						X	21	7
UWF	Director	Dir., Univ. Lib.	1100	24,200	6	X						X	24	7
FIU	Director	Dir., Univ. Lib.	1500	25,750	6	X						X	22	3
UNF	Director	Dir., Univ. Lib.	1400	23,900	6	X						X	11	3
Totals:						8	1	1				8		
Average:			$1359	$24,500									17.3	5.3
UF	Asst. Dir., P. S.	Asst. Director	$1550	$19,000	5	X						X	21	10
FSU	Asst. Dir., P. S.	Asst. Director	1533	16,858	5		X					X	29	24
FAMU	Asst. Dir., P. S.	Univ. Librn.	1457	15,500	5		X	X					17	17
USF	Asst. Dir., P. S.	Asst. Director	500	18,500	5	X						X	11	11
FAU	N / A													
FTU	Asst. Dir., P. S.	Univ. Librn.	1150	15,400	5	X						X	38	5
UWF *	Asst. Dir., P. S. (open)	Univ. Librn.	1350	16,000*	5	TBA				TBA				TBA*
FIU	N / A													
UNF	Asst. Dir., P. S.**	Univ. Librn.	3900	15,000	5		X	X					6	2
Totals:						3	3	2				4		
Average:			$1634	$16,608									20.3	9.9
UF	Asst. Dir., T. S.	Asst. Director	$1550	$19,000	5	X						X	14	3.5
FSU	Asst. Dir., T. S.	Asst. Director	1651	18,164	5	X						X	8	11
FAMU	N / A													
USF	Asst. Dir., T. S.	Asst. Director	(new)	18,000	5	X						X	11	-0-
FAU	N / A													
FTU	Asst. Dir., T. S.	Univ. Librn.	1200	15,650	5	X						X	9	3
UWF	Asst. Dir., T. S.	Univ. Librn.	1200	15,700	5		X					X	8	2
FIU	N / A													
UNF	N / A													
Totals:						4	1	-0-				5		
Average:			$1120	$17,303									10	3.9

**Promoted from previous (last year's listing) Head, Reference/Documents Depts.

1973/74 SUS-WIDE SALARY DATA - COMPARABLE POSITIONS TABULATED BY UNIVERSITY - November 1973

University	Position	A&P Rank	Raise Rec'vd.	73/74 Salary	Salary Grade	Sex M	Sex F	Minority Code 1	2	3	4	5	No. Yrs. Exp.	No. Yrs. Emp./Lbry.
ASSISTANT DIRECTOR - OTHER														
UF	Asst. Dir., Spec. Resources (open)	Asst. Director	N/A	$12,000	5	TBA		TBA						TBA
UF	Asst. Dir. for Systems	Asst. Director	$1307	16,307	5	X						X	9	6
FSU	Asst. Dir. for Administration	Asst. Director	1556	19,700	5		X					X	34	21
FAMU	N / A													
USF	N / A													
FAU	Asst. Dir., P.S./T.S.	Asst. Director	1500	16,500	5		X					X	11	5
FAU	Asst. Dir. for Administration	Asst. Director	1200	14,200	5		X					X	3	1.5
FTU	N / A													
UWF	N / A													
FIU	Asst. Dir., P.S./T.S.	Asst. Director	1125	16,400	5		X					X	10	2
Totals:						1	4	-0-				5		
Average:			$1338	$15,851									13.4	5.92
BRANCH HEADS														
UF	Dir., Health Center Library	Director	1200	20,200	7	X						X	9	7
UF	Dir., Law Library	Director	2900	22,400	7		X					X	23	23
UF	Librn., Agriculture Library	Univ. Librn.	1100	14,900	5	X						X	18	16
UF	Librn., Arch. & Fine Arts Lib.	Univ. Librn.	900	13,900	5		X					X	33	14
UF	Librn., Engineering Library	Univ. Librn.	1100	16,300	5	X						X	22	22
UF	Librn., Education Library	Assoc. Univ. Librn.	468	16,068	3	X						X	38	35
UF	Librn., Laboratory School Lib.	Assoc. Univ. Librn.	400	11,400	3		X					X	18	18
UF	Librn., Chemistry Library	Asst. Univ. Librn.	900	10,300	2		X					X	1	1
UF	Head, Library of Fla. History	Assoc. Univ. Librn.	900	12,500	3		X					X	22	22
FSU	Head, Library School Library	Assoc. Univ. Librn.	1123	12,573	3		X					X	5	1
FSU	Head, Music Library	Assoc. Univ. Librn.	1585	11,585	3	X						X	5	1
FAMU	Librn., School of Technology	Asst. Univ. Librn.	519	10,400	2		X	X					1	10
USF	Head, St. Petersburg Campus	Univ. Librn.	700	14,052	5		X					X	7	6
FAU/FTU/UWF/FIU/UNF	NONE													
EXT. LIB.	Director, SUS Extension Library	Univ. Librn.	772	15,472	5	X						X	15	15
Totals:						6	8	1				13		
Average:			$1041	$14,432									15.5	13.6

1973/74 SUS-WIDE SALARY DATA - COMPARABLE POSITIONS TABULATED BY UNIVERSITY - November 1973

University	Position	A&P Rank	Raise Rec'vd.	73/74 Salary	Salary Grade	Sex M	Sex F	Minority Code 1	2	3	4	5	No. Yrs. Exp.	No. Yrs. Emp./Lbry
ACQUISITIONS														
UF	Chairman, Acq. Dept.	Univ. Librn.	$1100	$15,800	5	X						X	7	3
UF	Asst. Chairman, Acq. Dept.	Univ. Librn.	1100	15,100	5		X					X	26	20
UF	Asst. Chairman, Acq. Dept.	Assoc. Univ. Librn.	1100	11,850	3	X						X	11	11
UF	Head, Gifts and Exchange	Assoc. Univ. Librn.	1100	11,850	3		X					X	30	26
FSU	Head, Acquisitions Dept.	Univ. Librn.	948	15,722	5		X					X	23	27
FAMU	Head, Acquisitions Dept.	Assoc. Univ. Librn.	1000	10,700	3		X	X					4	12
USF	Head, Acquisitions Dept.	Univ. Librn.	765	15,348	5	X						X	10	8
FAU	Head, Acquisitions Dept.	Assoc. Univ. Librn.	2000	12,000	3		X		X				3	3
FTU	Head, Acquisitions Dept.	Assoc. Univ. Librn.	1100	10,100	3		X					X	3	.75
FTU	Head, Bibliographic Develpmt.	Assoc. Univ. Librn.	1072	11,700	3	X						X	8	3
UWF	Head, Acquisitions Dept.	Asst. Univ. Librn.	850	10,350	2		X					X	4	8
FIU	Head, Acquisitions Dept.	Asst. Univ. Librn.	900	10,300	2		X					X	7	1
FIU	Head, Gifts and Exchange	Asst. Univ. Librn.	850	10,300	2		X			X			2	2
UNF	Head, Acquisitions Dept. **	Assoc. Univ. Librn.	2400	12,500	3	X						X	3	2
Totals:						5	9	1	1	1		11		
Average:			$1163	$12,473									10.1	9.0
CATALOG														
UF	Chairman, Catalog Dept.	Univ. Librn.	$1400	$17,200	5		X					X	24	24
UF	Asst. Chairman, Cat. Dept.	Univ. Librn.	1100	15,600	5		X					X	40	39
FSU	Head, Catalog Department	Univ. Librn.	829	14,652	5		X					X	16	8
FAMU	Head, Catalog Department	Univ. Librn.	1335	12,900	5	X			X				5	5
USF	Head, Catalog Dept. (open)	Univ. Librn.	*	14,740	5	TBA			TBA					TBA *
FAU	Head, Catalog Department	Assoc. Univ. Librn.	1900	12,000	3		X	X					1	1
FTU	Head, Catalog Department	Assoc. Univ. Librn.	600	11,600	3	X						X	9	-0-
UWF	Head, Catalog Department	Assoc. Univ. Librn.	850	11,850	3		X					X	8	3
FIU	Head, Catalog Department	Assoc. Univ. Librn.	1010	13,590	3		X			X			7	2
UNF	Head, Catalog Department	Assoc. Univ. Librn.	1350	12,500	3		X					X	7	2
Totals:						2	7	1	1	1		6		
Average:			$1153	$13,663									13.0	9.3

** Promoted from (last year's listing) Serials Librarian.

1973/74 SUS-WIDE SALARY DATA - COMPARABLE POSITIONS TABULATED BY UNIVERSITY - November 1973

University	Position	A&P Rank	Raise Rec'vd.	73/74 Salary	Salary Grade	Sex M	Sex F	Minority Code 1	2	3	4	5	No. Yrs. Exp.	No. Yrs. Emp./Lbry
CIRCULATION														
UF	Chairman, Circulation Dept.	Assoc. Univ. Librn.	$ 850	$13,150	3	X						X	7	7
FSU	Head, Circulation Department	Univ. Librn.	645	13,545	5		X	X					6	.75
FAMU	N / A													
USF	Head, Circ./Reserve Dept.	Assoc. Univ. Librn.	1718	12,635	3		X					X	5	5
FAU	Head, Circ./Reserve Dept.	Assoc. Univ. Librn.	700	11,500	3	X						X	2	1
FTU	Head, Circulation Department	Assoc. Univ. Librn.	650	11,000	3		X					X	3	1
UWF	Head, Circulation Department	Assoc. Univ. Librn.	850	11,850	3	X						X	8	3
FIU	Head, Circulation Department	Assoc. Univ. Librn.	2000	11,450	3		X					X	14	-0-
UNF	Head, Circulation Department	Asst. Univ. Librn.	1200	10,200	2	X						X	2	2
Totals:						4	4	1				7		
Average:			$1077	$11,916									5.9	2.5
REFERENCE														
UF	Chairman, Reference Dept.	Univ. Librn.	$1300	$17,300	5		X					X	26	26
UF	Ref. Head, Health Ctr. Libry.	Assoc. Univ. Librn.	715	15,032	3		X					X	27	11
FSU	Head, Reference Department	Univ. Librn.	821	14,504	5		X					X	29	15
FAMU	Head, Reference Department	Univ. Librn.	1208	13,300	5		X	X					14	14
USF	Head, Reference Department	Univ. Librn.	997	14,384	5		X					X	8	4
FAU	N / A													
FTU	Head, Reference Department	Assoc. Univ. Librn.	1200	12,600	3		X					X	7	5
UWF	Head, Reference Department	Assoc. Univ. Librn.	1050	11,450	3		X					X	6	3
FIU	Head, Reference Department	Assoc. Univ. Librn.	1010	12,460	3		X					X	5	3
UNF	N / A													
Totals:						-0-	8	1				7		
Average:			$1038	$13,879									15.3	8.9

1973/74 SUS-WIDE SALARY DATA - COMPARABLE POSITIONS TABULATED BY UNIVERSITY - November 1973

University	Position	A&P Rank	Raise Rec'vd.	73/74 Salary	Salary Grade	Sex M	Sex F	Minority Code 1	2	3	4	5	No. Yrs. Exp.	No. Yrs. Emp./Lbry
DOCUMENTS														
UF	Chairman, Documents	Univ. Librn.	$1300	$14,300	5		X				X		37	30
FSU	Head, Documents	Univ. Librn.	884	15,620	5		X				X		31	26
FAMU	N / A													
USF	Head, Documents	Univ. Librn.	669	13,417	5		X				X		9	9
FAU	N / A													
FTU	N / A													
UWF	Head, Documents	Assoc. Univ. Librn.	950	11,950	3		X				X		7	7
FIU	Head, Documents	Asst. Univ. Librn.	900	10,350	2		X				X		3	2
UNF	Head, Documents	Asst. Univ. Librn.	(new)	9,900	2		X				X		3	-0-
Totals:						-0-	6					6		
Average:			$ 940	$12,590									15.0	12.3
SERIALS														
UF	N / A													
FSU	Head, Serials	Univ. Librn.	$ 387	$13,287	5		X				X		4	4
FAMU	N / A													
USF	Head, Serials	Univ. Librn.	725	14,540	5		X				X		15	9
FAU	Head, Serials	Assoc. Univ. Librn.	600	12,000	3	X			X				8	5.5
FTU	N / A													
UWF	Head, Serials	Assoc. Univ. Librn.	920	11,150	3		X				X		8	3
FIU	Head, Serials	Asst. Univ. Librn.	(new)	9,400	2		X				X		10	-0-
UNF	Head, Serials	Asst. Univ. Librn.	(new)	9,900	2		X				X		2	-0-
Totals:						1	5		1			5		
Average:			$ 658	$11,713									7.8	3.6
SPECIAL COLLECTIONS														
UF	Head, Rare Books & Manuscripts	Univ. Librn.	$ 500	$14,500	5		X		X				18	16
FSU	Head, Special Collections	Univ. Librn.	879	15,337	5		X				X		26	27
FAMU	Head, Special Collections	Assoc. Univ. Librn.	869	11,900	3		X	X					11	24
USF	Head, Special Collections	Univ. Librn.	700	14,050	5		X				X		6	6
FAU	N / A													
FTU	N / A													
UWF	Head, Special Collections	Assoc. Univ. Librn.	1150	11,250	3		X				X		6	6
FIU	Head, Special Collections	Assoc. Univ. Librn.	1010	13,590	3		X				X		6	2
UNF	N / A													
Totals:						6		1	1		4			
Average:			$ 851	$13,471									12.2	13.5

1973/74 SUS-WIDE SALARY DATA - COMPARABLE POSITIONS TABULATED BY UNIVERSITY - November 1973

University	Position	A&P Rank	Raise Rec'vd.	73/74 Salary	Salary Grade	Sex M	Sex F	Minority Code 1	2	3	4	5	No. Yrs. Exp.	No. Yrs. Emp./Lbry
	INTERLIBRARY LOAN													
FSU	Head, Interlibrary Loan	Assoc. Univ. Librn.	$1057	$10,487	3		X	X					4	4
USF	Head, Interlibrary Loan	Asst. Univ. Librn.	1755	11,197	2	X						X	3	3
FAU	Head, Interlibrary Loan	Assoc. Univ. Librn.	1500	11,500	3		X					X	3	3
UWF	Head, Interlibrary Loan	Asst. Univ. Librn.	790	9,150	2		X					X	1	1
UF/FAMU/FTU/FIU/UNF	NONE													
Totals:						1	3	1				3		
Average:			$1276	$10,584									2.8	2.8
	CURATORS & SPECIALISTS													
UF	Librn., Latin-Amer. Collection	Univ. Librn.	$1300	$15,800	5		X					X	22	22
UF	Executive Asst. to Director	Assoc. Univ. Librn.	979	12,000	3	X						X	11	11
UF	Library Science Instructor	Assoc. Univ. Librn.	350	14,000	3		X					X	13	4
UF	Latin-Amer. Docs. Librn.	Assoc. Univ. Librn.	850	11,000	3		X			X			14	12
UF	Social Science (Reference)	Assoc. Univ. Librn.	1300	13,600	3	X						X	12	12
UF	Business Admin. (Reference)	Assoc. Univ. Librn.	750	11,550	3		X					X	29	13
UF	Humanities (Reference)	Assoc. Univ. Librn.	700	10,850	3		X					X	10	9
UF	Maps Librarian (Reference)	Assoc. Univ. Librn.	(new)	12,000	3		X					X	10	.16
UF	Law Librarian (Reference)	Asst. Univ. Librn.	1700	13,700	2	X						X	4	4
UF	Curator, Performing Arts Coll.	Asst. Univ. Librn.	1100	9,900	2		X					X	3	3
UF	Archivist	Asst. Univ. Librn.	750	11,650	2	X						X	5	3
FSU	Humanities Librarian	Univ. Librn.	813	14,358	5		X					X	11	11
FSU	Social Sciences Librarian	Univ. Librn.	813	14,358	5	X						X	8	8
FSU	Undergraduate Librarian	Univ. Librn.	813	14,358	5		X					X	7	7
FSU	Science Technology Librarian	Univ. Librn.	914	16,139	5	X						X	21	14
FAU	Chairman, Library Science	Univ. Librn.	500	15,500	5	X						X	10	5
FAU	Education (Reference) Librn.	Assoc. Univ. Librn.	1200	11,500	3		X					X	4	6
FAU	Humanities (Reference) Librn.	Assoc. Univ. Librn.	1000	11,000	3		X					X	3	3
FAU	Bus. Admin. (Reference) Librn.	Asst. Univ. Librn.	1200	10,000	2		X	X					2	1
FAU	Sci. & Engrg. (Reference) Librn.	Asst. Univ. Librn.	1200	10,000	2		X					X	1	1
FAU	Social Science (Reference) Librn.	Asst. Univ. Librn.	800	10,200	2		X					X	10	1
FAU	Biblio. Search (Reference) Librn.	Asst. Univ. Librn.	857	10,057	2		X					X	2	1
FAU	Research & Development Librn.	Asst. Univ. Librn.	600	10,000	2	X						X	1	1
FIU	Head, International Affairs	Univ. Librn.	1025	16,665	5		X					X	34	2
EXT. LIB.	Asst. Dir. for P.S. Ext. Lib.	Assoc. Univ. Librn.	1200	11,700	4		X					X	11	11
FAMU/USF/FTU/UWF/UNF	NONE													
Totals:						8	17	1	1			23		
Average:			$ 909	$12,475									10.3	6.6

1973/74 SUS-WIDE SALARY DATA - COMPARABLE POSITIONS TABULATED BY UNIVERSITY - November 1973 page 17

University	A&P Rank	Composite No. in Rank	Average Raise Received	73/74 Salary	Salary Grade	Sex M	Sex F	Minority Code 1	2	3	4	5	No. Yrs. Exp.	No. Yrs. Emp./Lb.
OTHER PROFESSIONALS WITH MORE THAN 3 YEARS EXPERIENCE -- Composite Average per University														
UF	Assoc. Univ. Librn.	12	$1042	$11,029	3	2	10		2		1	9	12.7	7.9
FSU	Assoc. Univ. Librn.	8	1176	11,324	3	0	8					8	14.3	9.6
FAMU	NONE													
USF	Assoc. Univ. Librn.	3.5	520	13,356	3	1	2.5					3.5	14.0	10.6
FAU	NONE													
FTU	Assoc. Univ. Librn. (1 open)	3	750	10,322	3	(1 TBA)	2	(1 TBA)				2	5.5	.9
UWF	NONE													
FIU	Assoc. Univ. Librn.	1	925	11,925	3		1					1	24.0	1.0
UNF	NONE													
Totals:		27.5 (1 TBA)				3	23.5		2		1	23.5		
Composite Average:	Assoc. University Librarians		$ 987	$11,367									14.5	6.0
UF	Asst. Univ. Librn.	18	$ 813	$10,309	2	4	14		2	1		15	7.8	4.7
FSU	Asst. Univ. Librn.	7.5	798	10,298	2		7.5					7.5	12	7.2
FAMU	Asst. Univ. Librn.	4	838	9,975	2	2	2	2	1			1	3.5	6
USF	Asst. Univ. Librn.	7	1472	11,276	2	1	6		1			6	4.7	3.9
FAU	NONE													
FTU	Asst. Univ. Librn.	1	500	9,500	2		1					1	3.5	.3
UWF	Asst. Univ. Librn.	1	850	9,850	2		1					1	4	4
FIU	Asst. Univ. Librn.	3	(new)	9,600	2	1	2	2				1	8.3	-0-
UNF	NONE													
Totals:		41.5				8	33.5	4	4	1		32.5		
Composite Average:	Asst. University Librarians		$ 925	$10,356									6.3	3.7
Total Professionals With More Than 3 Yrs. Experience: 69.0 (1 TBA)						11	57							
Composite Average:			$ 950	$10,759									10.8	6.9

1973/74 SUS-WIDE SALARY DATA - COMPARABLE POSITIONS TABULATED BY UNIVERSITY - November 1973

University	A&P Rank	Composite No. in Rank	Average Raise Received	73/74 Salary	Salary Grade	Sex M	Sex F	Minority Code 1	2	3	4	5	No. Yrs. Exp.	No. Yrs. Emp./Lb
OTHER PROFESSIONALS WITH LESS THAN 3 YEARS EXPERIENCE -- Composite Average per University														
UF	Asst. Univ. Librn.	15	$1092	$ 9,463	2	10	5					15	.9	.8
FSU	Asst. Univ. Librn. (2 open)	17 (2 TBA)	889	9,225	2	3	12		1			14	2	1
FAMU	Asst. Univ. Librn. (2 open)	3 (2 TBA)	1000	9,167	2		1					1	1	1
USF	Asst. Univ. Librn.	6	1480	9,654	2	4	2					6	1	1
FAU	NONE													
FTU	Asst. Univ. Librn.	1	1090	9,700	2		1					1	2	2
UWF	Asst. Univ. Librn.	2	820	9,750	2	1	1					2	1.5	1.5
FIU	NONE													
UNF	Asst. Univ. Librn. (1 open)	3 (1 TBA)	1133	9,933	2		2	1				1	1.5	1
Totals:		47 (5 TBA)				18	24	1	1			40		
Composite Average:			$1067	$ 9,430									1.4	1.1

1973/74 MINIMUM STARTING SALARY -- NO EXPERIENCE *

UF	$ 9,300
FSU	8,150
FAMU	9,000
USF	8,600
FAU	9,600
FTU	9,500
UWF	8,360
FIU	9,400
UNF	9,500

NOTE: MINORITY CODE

1 = Black
2 = Oriental
3 = Spanish
4 = Indian
5 = White

* Where none was given, the lowest starting salary shown was used.

APPENDIX I

A RANK-ORDER DISTRIBUTION

OF

ADMINISTRATIVE SALARIES

PAID

1972 - 1973

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN SIXTY-FOUR STATE-SUPPORTED UNIVERSITIES
REPRESENTING FORTY-FOUR STATES
AND EIGHTEEN UNIVERSITY SYSTEMS
IN SEVENTEEN STATES

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AT SIXTY-FOUR STATE-SUPPORTED UNIVERSITIES AND EIGHTEEN STATE-SUPPORTED UNIVERSITY SYSTEMS

Each year the demand for quality faculty and administrative personnel is heightened, thus requiring college and university presidents to keep salaries competitive with other existing institutions. Historically, size of the institution has been the predominant variable in competitive salaries, but this is no longer true. Although still a very important factor in determining faculty and administrative salaries, size of the institution has become secondary to such variables as purpose, type of institution, geographical location, strength of graduate programs, extent of organized research activities, and national and international prestige.

This study is in two parts. The first part, involving sixty-four universities in forty-four states, is organized into three tables providing a rank-order distribution of twelve-month administrative salaries paid (1) among all sixty-four universities in forty-four states, (2) among the universities of thirty-eight selected states, and (3) among nine universities in states contiguous to the State of Arkansas. Questionnaires were sent to sixty-seven institutions and replies were received from sixty-four. Two additional replies were received too late to be included in this study. All institutions are supported by state appropriations.

With the emerging pattern of university systems, it was felt that information pertinent to average salaries of system officers would be beneficial to the survey. The second part of this study, relating to a rank-order distribution of system administrative salaries and involving eighteen university systems in seventeen states, is contained in Table IV. Questionnaires were sent to twenty-two state-supported university systems, of which eighteen replied.

To provide anonymity, all data have been grouped, but to provide administrators with a better means of comparing their relative standing with other schools, the data have been distributed by rank-order.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG SIXTY-FOUR UNIVERSITIES IN FORTY-FOUR STATES

Table I, page 4, summarizes the grouped data for sixty-four state-supported universities in forty-four states. For making these data available, the University of Arkansas is grateful to the following universities:

Auburn University
Arizona State University
Ball State University
Bowling Green State University
Clemson University
Colorado State University
Florida State University
Georgia Institute of Technology
Illinois State University
Indiana State University
Iowa State University
Kansas State University
Louisiana State University
Mississippi State University
Montana State University
New Mexico State University
North Carolina State University
Northern Illinois University
Ohio State University
Ohio University
Oklahoma State University
Oregon State University
Pennsylvania State University
Purdue University
Rutgers (The State University)
Texas A & M University
University of Alabama
University of Alaska
University of Arizona
University of Arkansas
University of Florida
University of Georgia
University of Hawaii
University of Idaho
University of Iowa
University of Kansas
University of Kentucky
University of Maine
University of Maryland
University of Minnesota
University of Mississippi
University of Missouri
University of Montana
University of Nebraska
University of Nevada
University of New Hampshire
University of New Mexico
University of North Dakota
University of Oklahoma
University of Oregon
University of Rhode Island
University of South Darolina
University of South Dakota
University of Tennessee
University of Texas
University of Utah
University of Vermont
University of Virginia
University of Washington
University of Wyoming
Utah State University
Washington State University
West Virginia University
Wisconsin State University

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PP. 4-27

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG SIXTY-FOUR UNIVERSITIES IN FORTY-FOUR STATES

DIRECTOR OF LIBRARIES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	33.500	31	25.368	61	19.405
2	32.000	32	25.307	62	19.030
3	31.272	33	25.000	63	18.900
4	30.500	34	25.000	64	18.300
5	30.456	35	24.564		
6	30.300	36	24.500	AVERAGE	25.031.43
7	29.640	37	24.130		
8	29.000	38	23.900		
9	28.500	39	23.600		
10	28.500	40	23.520		
11	28.212	41	23.550		
12	28.057	42	23.500		
13	28.000	43	23.200		
14	28.000	44	23.000		
15	28.000	45	22.500		
16	27.800	46	22.470		
17	27.500	47	22.382		
18	27.500	48	22.200		
19	27.200	49	22.020		
20	27.060	50	22.000		
21	27.013	51	21.900		
22	27.000	52	21.900		
23	27.000	53	21.456		
24	26.875	54	21.200		
25	26.500	55	21.108		
26	26.492	56	20.500		
27	26.200	57	20.350		
28	26.100	58	20.100		
29	26.100	59	20.000		
30	25.765	60	20.000		

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A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF THIRTY-EIGHT STATES

Table II, page 32, summarizes the grouped data for the universities of thirty-eight selected states. For making these data available, the University of Arkansas is grateful to the following universities:

Louisiana State University
Ohio State University
Pennsylvania State University
Rutgers (The State University)
University of Alabama
University of Alaska
University of Arizona
University of Arkansas
University of Florida
University of Georgia
University of Hawaii
University of Idaho
University of Iowa
University of Kansas
University of Kentucky
University of Maine
University of Maryland
University of Minnesota
University of Mississippi
University of Missouri
University of Nebraska
University of Nevada
University of New Hampshire
University of New Mexico
University of North Dakota
University of Oklahoma
University of Oregon
University of Rhode Island
University of South Carolina
University of South Dakota
University of Tennessee
University of Texas
University of Utah
University of Vermont
University of Virginia
University of Washington
University of Wyoming
West Virginia University

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PP. 32 - 49

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF THIRTY-EIGHT SELECTED STATES

REGISTRAR				DIRECTOR OF LIBRARIES			
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	26.600	31	17.000	1	33.500	31	21.900
2	26.000	32	17.000	2	32.000	32	21.200
3	26.000	33	16.800	3	31.272	33	20.500
4	25.272	34	14.772	4	30.456	34	20.350
5	25.000	35	14.100	5	30.300	35	20.000
6	25.000	36	13.150	6	29.000	36	20.000
7	24.700	37	10.800	7	28.500	37	19.405
8	24.600			8	28.500	38	18.900
9	23.500	AVERAGE	19.955.94	9	28.212		
10	23.160			10	28.000	AVERAGE	25.557.71
11	22.400			11	28.000		
12	22.000			12	28.000		
13	20.440			13	27.500		
14	20.000			14	27.200		
15	20.000			15	27.000		
16	19.992			16	27.000		
17	19.900			17	26.500		
18	19.596			18	26.492		
19	19.500			19	26.200		
20	19.150			20	26.100		
21	19.000			21	25.765		
22	18.895			22	25.368		
23	18.850			23	25.307		
24	18.600			24	25.000		
25	18.500			25	24.564		
26	18.000			26	23.600		
27	17.685			27	23.000		
28	17.500			28	22.382		
29	17.460			29	22.200		
30	17.448			30	22.020		